



THE MAIL CALL

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PRESIDENT'S REPORT By Calvin Brookins

I hope every member and their families had a very happy and safe holiday, I hope everyone has a prosperous new year. As we embark upon this new year of 2004 the challenges continues to be there, the rules that we were dealing with in the year 2003, will continue to be enforced. Therefore, we continue to have to remain vigilant about our supervisors and managers being on the street watching for those safety violations. In this article I am going to try to make you aware of some of the safety rules according to Van Nuys District management. Before I get to those rules I want to make you aware of some of the agreements that was reached at a recent Labor/Management meeting in Van Nuys.

The issue regarding safety by management while they are doing street observations: It was agreed that the managers would go back to their offices and address this with their supervisors. They need to be held accountable as safety rules apply to them as well.

When your supervisor or station manager comes out to your route for any reason they should also use turn signals, curb their wheels, come to complete stop at stop signs and lights, stop behind the limit line or before stop signs in the absence of limit lines. In short all of those safety rules that they want you to follow they **MUST** also follow. The best way for us to monitor their safety habits is through you the letter carrier, so if you notice your supervisor or manager violating a safety rule you should fill out a PS form 1767 upon your return to the office and submit it to management and request your copy of that form showing that you have made management aware of such a violation. You should also bring this to the attention of your shop steward or contact the union office.

The issue of 4584's not given on the street at the time of the observation: It was agreed that PS form 4584's should be given to carriers on the street at the time of the alleged/observed safety violation. It should not take days for the carrier to receive a copy of the 4584.

The minutes of the Labor/Management meeting will be sent to all shop stewards and they will be asked to post them for review on the union bulletin board.

Now lets go over some safety rules and regulations, the following is a brief summary of some of the safety rules pertaining to the operation of a postal vehicle. Remember you must also abide by all state and local vehicle codes while in the performance of duty.

Prior to operating a postal vehicle, you must conduct a complete vehicle inspection such as but not limited to, looking under the vehicle for oil and water leaks, checking for body damage on the outside of the vehicle, check tires for

inflation and wear, starting the engine and checking turn signals, flashers, and the gas gage, adjusting mirrors. Check seat belt and fasten, check foot/hand brakes, there are an expanded vehicle safety check list available and your supervisor should know where to get one for you upon request if not contact the union office and I will supply you with one.

Seat belts must be worn whenever the vehicle is in motion, one exception is when driving between curbside deliveries on mounted sections of a route, the shoulder belt may be unfastened, but the lap belt must remain on. Anytime circumstances would require the driver's side door to be closed, the shoulder belt must be attached such as traveling to and from the route, when moving between park and relay points, when entering or crossing intersections, when driving in excess of 15 MPH, or when traveling 500 feet or more between deliveries.

You must use turn signals when making a left or right turn and when pulling away from a curb into traffic or when pulling to the curb to park. Remember you must signal anytime your vehicle will even partially enter the main line of travel on your road. When leaving the curb use your signal, wait for a suitable gap in traffic before pulling out. When stopped in traffic, you should never begin to move before the vehicles ahead of you do.

When the vehicle is in motion always keep both hands on the steering wheel to ensure maximum control of the vehicle. Never hold or finger your mail while driving.

Maintain your speed with the flow of traffic, however, never exceed the posted speed limit. Reduce your speed during adverse weather conditions, such as rain and fog.

Following distance, the 3-4 second rule must be observed at all times. Sufficient room must be maintained between your vehicle and the vehicle in front of you. In adverse weather conditions, the following distance should be increased.

When approaching an intersection of any kind, you must stop before the crosswalk or limit line, when there is no crosswalk or limit line then you must stop before the stop sign. When stopping behind another vehicle, you must also stop with at least 6 to 12 feet of space between your vehicle and the vehicle in front of you. A general guide is that you should be able to see the rear tires of the vehicle ahead of you touching the roadway.

Open doors: All vehicle doors must be closed when traveling to and from the route, when moving between park and relay points, when entering and crossing intersections, when driving in excess of 15 MPH, or when traveling 500 feet or more between deliveries. This additionally applies when making a U-turn. Exception: When driving less than 500 feet between stops and less than 15 MPH, the driver's door may

(Continued on Page 3)

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ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	S	O	N
MAIN OFFICE	4									
ENCINO	8									
CIVIC CENTER	1									
PANORAMA CITY	4									
SHERMAN OAKS	5									
SUN VALLEY	0									
TARZANA	2									
RETIREE'S	5									
TOTAL	29									

MEETING PLACE OF BRANCH 2462, NALC
6910 HAYVENHURST AVE., SUITE 101
VAN NUYS, CALIFORNIA

NEXT MEETING
6:30 PM

FEBRUARY
3rd
"2004"

DEADLINE DATE FOR THE NEXT
ISSUE OF "THE MAIL CALL" IS

February 3, 2004

BRANCH OFFICE.....818-786-8505

"RETIREE CORNER"

Our Breakfast Meeting will be held at Cocos Restaurant, 16835 Sherman Way (Corner of Sherman Way and Balboa). It will begin at 09:00 AM. The date for the next 2 will be February 28th & Mar 27, 2004 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank You
Frank Brash

VICE-PRESIDENT'S REPORT By Art Bocek

Street Management, M-39, Section 134.1

According to section 134 of M-39, street management is a "natural extension" of office management. All carriers are to be notified to expect daily supervision on the street just as they receive daily supervision in the office. For a delivery manager to fully understand and control the organization, the manager must be aware of any condition that affect delivery anywhere within the service territory. Accompanying carriers on the street is considered essential responsibility and most important duties.

Management should act promptly to correct improper conditions.

A positive attitude must be maintained by the manager at all times. In section 134.2 of M-39, management must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above board manner. Management is not to spy, or use covert techniques. Any employee infractions are to be handled in accordance with the section in the current National Agreement that deal with the problem.

Banking

There are (2) reasons as to why you should be following the safety rules and regulations. The first one is, no one wants to have an accident, therefore, causing pain and suffering, secondly a financial responsibility onto the Postal Service. One way or another, a lot of carriers are feeling the "natural extension" of management's street supervision. Management recently has been successful in arbitration in terminating a letter carrier for failing to follow safety rules and regulation and is currently attempting to remove another letter carrier for not following the safety rules and regulations. So why am I telling you this? Hopefully, I can convince you to change your banking policy.

There are only 2 banks connected to the Postal Service. The first one is "Bank of the Mad Cow," (AKA The Bank of Discipline) which only dispenses "Letter of Warnings," "Suspensions" and finally "Removals." The second bank is "Bank of the Cash Cow," which can only pay you money for your time working in a safe manner. I know it takes time to follow all the safety rules and regulations, but that is exactly what you are paid to do, work in a safe manner. Remember, "Time is Money and Money is Time." As of the date of this article, I have yet to see any action by the Mad Cow Bank to a letter carrier for taking the time to perform his or her job in a safe manner. Now, fellow brother and sister, which bank do you think is working towards your best interest, and more importantly which bank are you using?



PRESIDENTS REPORT (Cont. from Pg 1)

be open. The door must never be open when entering any kind of intersection.

Radios: The use of portable radios and tape players is prohibited in vehicles used for postal operations at any time the vehicle is in motion. The exception to this policy is the use of small radios kept in the pocket. These small radios must not be adjusted during vehicle operations. The volume must be set, so that the customer cannot hear the radio. The use of headphones is strictly prohibited while driving or walking the route.

Backing is to be avoided whenever possible. When backing is necessary, you must physically look behind the vehicle. Prior to backing, you must ensure that it is safe to back. If you must back, back slowly. When parking back into the space rather than out of it, whenever possible.

Parking: Every time you leave the vehicle controls, the parking brake must be set, the gear selector lever placed securely in park, the engine turned off and the wheels curbed as below.

When parking up hill, turn wheels to the left.

When parking down hill, turn wheels to the right.

On level surfaces or where there is no curb, turn wheels to the right.

All accidents must be reported to your supervisor immediately.

If you follow these rules you should not have any problem regarding safety while driving your vehicle. Any questions or concern see your shop steward or call the union office.

In Unionism

FMLA AND ATTENDANCE

Management is constantly denying employees their rights under the FMLA by not providing the proper due process as required by the law and the Contract under Article 19. Under FMLA the employer has the responsibility to provide you with a timely response (2 working days) on your 3971 and this is also supported in the JCAM under Article 10. Further that response is to include the completed form with the designated type of FMLA leave approved or any other designation that management decides based on your request---if you request sick leave management shall give sick leave; they do not have the right as defined in the F-21 to allocate any type of leave without you requesting it. If management needs more information to determine FML status The Law states that they are to use "informal" means to gather that information---this does NOT necessarily include the formal demand that you need to go back to your doctor for a note---its means ask the employee. If management requires an FMLA certification, that request must be in writing as required by the Law. If management requires a certification they must allow at least 15 days after the request (remember in writing) for the employee to obtain that certification. If after an employee provides a certification management requires further clarification, management must first obtain written authorization from the employee to contact their doctor and then ONLY the Postal Medical Provider may contact the doctor under the release; keep in mind you don't have to provide a release but beware you need to give enough information to allow yourself access to work or management will deny you work. If you've reviewed the FMLA forms you should note that there is to be NO, repeat NO, diagnosis or specific medical information. Management frequently

demands to know what medication your using, once again they don't need to know they only need to know what effects it will have on your work functions. In general, never ask management what you need for FMLA as they will assuredly tell you wrong usually to undermine you; always consult your trusted Shop Steward or other non-management resource.

SAFETY and SECURITY-- Isn't it funny, we all have to have picture ID's on at all times and they must be visible or we will be causing a severe breach of security; we all work where we know by face all our coworkers and if you see a face you don't know we all react---so what does that little picture do? At the Main Office we there is unrestricted access to the parking lots and vehicles are regularly broken in to. The dock sits right off the off and on ramps to the 405 and any big rig can enter the facility unchecked at any hour of the day or night. When this was posed to the Postmaster his response was "why would we be a Target?"; now just consider what the Oklahoma City Federal Building employees thought before they were blown up by an American Terrorist or what the World Trade Center employees thought before they were airplane targets by Foreign Terrorists---just the same. The fact is safety and security is not a budget based do or don't it's a necessity and those necessities need to be of substance and not just a flexing of managerial position to excuse issuing unfounded, wasteful, discipline. We need a safe and secure work place and half measures like totally open buildings and facilities and nit picky little id's in view under penalty of discipline are not the security anyone needs. What about sanitizing the mail? What about secure parking and facilities? What about buildings that are free of dirt, asbestos, mold, and pests as well as equipped with adequate ventilation, cooling, heating, and reasonable break areas as well as the BIG ONE with respect, consideration, and harmonious environment absent managerial terrorism.

**Terry Hall
Shop Steward--VNMO**

DISTRICT EAP ADVISORY COMMITTEE

Everyone feels job stress at some time of another. The symptoms of stress may include cold hands, rapid breathing and heartbeat, anxiety, fear, and forgetfulness. Stress can cause headaches, muscle tension, and a knotted or upset stomach, and can make people susceptible to certain illnesses.

If you are feeling stressed, here are some suggestions on how to cope:

**** Try talking about your situation with a friend or family member--or a professional such as your employee assistance program counselor or family doctor.**

**** Get more rest and exercise regularly**

**** Don't worry. Worry is over concern about the future, and it does not change future events.**

The key to dealing with stress is to identify the underlying cause and then try to do something about it. Your mind and body will thank you for the effort. For help with stress, contact the **EAP4YOU Service Center at 1-800-EAP-4-YOU PERSONAL--PRIVATE--PROFESSIONAL**

"THE MAIL CALL"

BRANCH 2462, NALC

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Van Nuys, CA 91406

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Branch Meeting Minutes January 6, 2004

By
Steve Seyfried, Secretary

The Meeting was held at the Branch 2462 Union Hall 6910 Hayvenhurst Ave, Van Nuys California. It was called to order by PRESIDENT CALVIN BROOKINS at 6:35 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ASKEW

MOMENT OF SILENCE--In memory of all Branch members who passed away during the past year.

ROLL CALL OF OFFICERS

PRESENT---BROOKINS, BOCEK, SEYFRIED, McCLINTON, JOHNSON, JACKSON, MULLINAX, ASKEW, DOLABSON, T. HALL

ABSENT--HENRY

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

RAUL DOZAI, SERGIO SERRANO, BLANCA AMAYA, MINH HY, BEVERLY NEWSOME, JOSE MACIAS, RENARDO COLLINS, FRANCISCO IBARRA

BILLS READ--NONE

COMMITTEE REPORTS

AUDIT--TRUSTEES Budget meeting will be held on Jan 8th and the audit will be on Jan 19th. Both at 6:30 PM.

SAFETY & HEALTH First meeting of year will be Jan 8th.

RETIREES 5 present tonight. On the Sick List we have MIKE CRYSTAL & MONTY MOORMAN

MBA--T. HALL No Report

HBR--DONOHUE No Report

EDITOR--SEYFRIED No Report

DISTRICT--McCLINTON Next meeting will be held on Jan 19th at Branch 24.

COLCPE \$ 544 currently in the fund

FINANCIAL SECRETARY REPORT---JOHNSON

TREASURERS REPORT--McCLINTON

VICE-PRESIDENT BOCEK Still handling the back log of fact findings at Sherman Oaks. Hope all had good holidays

PRESIDENT BROOKIN's REPORT Received holiday wishes from the Business Agent's office. Will be finishing up standups at the remaining 4 stations regarding the Legislative Activist program. Spring COP meeting will be in St. Louis, not sure yet whether I will be attending. We have received various articles from EAP from the PO. Watch for them in up coming issues of the MailCall. Results from Sun Valley Shop Steward issue are that only one person signed up for the position therefore there was no need for an election.

Congratulations to KATHY CRAWFORD on becoming the newest Shop Steward at the Sun Valley Station. The 3rd COLA now stands at a projected \$ 96.60 or 4 1/2 cents per hour. I am happy to announce that JANETTE DOLABSON has agreed to be coordinator once again for this years annual FOOD DRIVE. This will be our 12th and will be held on May 8, 2004. We are sure that this year's drive will be a success. Van Nuys District Dispute Resolution Team will now be doing Step B appeals from Bakersfield. NALC and the Postal Service went on record condemning the FOX NETWORK for airing a tasteless "comedy skit" depicting Letter Carriers "going postal" and killing customers over the Christmas Season.

OLD BUSINESS--The following actions were taken by the Executive Board since the Nov. Meeting

MOTION--Accept the late acceptance of Nomination

for Convention Delegate from JEFF AUSLANDER

M/S/F

MOTION--Branch not publish a January MailCall

M/S/C

MOTION--Branch roll over the \$ 15,000.00 CD at

Priority One Credit Union for 6 months.

M/S/C

MOTION--Branch increase the President's mileage

budget from \$ 15.00 to \$ 75.00 per month

M/S/C

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch purchase Omega Name Badges

for all Officers and Shop Stewards. Cost not to

exceed \$ 125.00

M/S/C

MOTION--Branch purchase 4 tables for the Branch

office. Cost not to exceed \$ 200.00

M/S/C

MOTION--Branch donate \$150.00 to the City of Hope

M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

BY LAW CHANGES--NONE SUBMITTED

COLCPE DRAWING

\$ 5 KAREN AGUILAR--PANORAMA CITY--DONATED

\$ 5 JACK WINKLE--PANORAMA CITY

\$ 5 CLIFF KELLY--TARZANA--DONATED

\$ 10 STEVE SEYFRIED--SHERMAN OAKS

MEETING ADJOURNED 8:39 P.M.

There was a short Convention Delegate meeting held after the close of the business session. Any Delegate who has not decided as to whether they will be attending the Conventions needs to contact the Union office by the end of January. This is necessary to insure that proper housing arrangements can be made at the Convention sites.